

Colorado Springs School District 11  
and  
Colorado Springs Education Association

Memorandum of Understanding  
Regarding Mandatory Extra Duty Day  
Professional Development Training in Response To COVID-19  
School Year 2020-21

The Colorado Springs School District 11 (“District”) and the Colorado Springs Education Association (“CSEA”) agree that August 10, 2020 be a mandated professional development training for all teachers in the bargaining unit. The purpose of the professional development is to train staff consistent with return to school plan developed during the summer and if a teacher is unable to be present, they will complete the training on a teacher work day before students return to school. Topics may include, but not be limited to, guidance on appropriate sanitation and health to limit the spread of COVID-19, social and emotional supports, and instructional practices to best meet the needs of all students.

This extra duty day (Article XV.A.2) shall be paid at the teacher’s per diem rate under the 2020-21 salary schedule at the first payroll installment after August 10. The extra duty day, while required of all teachers, is outside of the official adopted calendar of the District.

This agreement is effective immediately and shall be binding for the 2020-2021 school year only. This agreement shall not be prejudicial to, or set precedent for, future negotiations or agreement.

**Colorado Springs School District 11**                      and                      **Colorado Springs Education Association**

By: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_